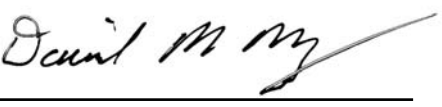




RICHMOND POLICE DEPARTMENT GENERAL ORDER

NOTE: This directive is for internal use only, and does not enlarge an employee's civil liability in any way. It should not be constructed as the creation of a higher standard of safety or care in an evidentiary sense, with respect to third party claims. Violation of this directive, if proven, can only form the basis of a complaint by this department, and then only in a non-judicial administrative setting.

Chapter 4	Number 5	Effective Date 09/10/08	Review Date 2011
Subject PHYSICAL FITNESS PROGRAM			☐ New Order ☒ Replaces G.O. 100-2 (08/06/04)
References CALEA 22.3.2 VLEPSC PER.03.06 General Orders 1-1, 3-11			
 Chief of Police or Designee		09/10/08 Date	

I. PURPOSE

The purpose of this directive is to **establish guidelines regarding the general health and physical fitness of Department employees.**

II. POLICY

It is the policy of the Richmond Police Department to promote personal health and well-being so that all employees are able to safely and effectively fulfill their obligation to society. Good health and physical fitness promotes a positive public image, reduces the risk of injury and illness, and is imperative when performing critical tasks. It is the policy of the Richmond Police Department to encourage all sworn employees to maintain a level of physical fitness sufficient to ensure adequate physical performance of their duties, maintain a professional public image and reduce risk of heart disease and hypertension. Civilian employees are encouraged to maintain a satisfactory level of personal physical fitness and general health at all times.

Participation in recreational programs and fitness activities involve an inherent risk of physical injury. It is advisable for any employee to be medically cleared by his/her physician prior to pursuing a physical fitness program.

III. ACCOUNTABILITY STATEMENT

All employees are expected to fully comply with the guidelines and timelines set forth in this general order. Failure to comply will result in appropriate corrective action. Responsibility rests with the Division Commander to ensure that any violations of policy are investigated and appropriate training, counseling and/or disciplinary action is initiated.

IV. PROCEDURE

A. **Potential Police Recruits:**

1. The Physical Agility Course **allows Personnel and Recruitment** staff to measure the basic physical skills necessary for the successful performance as an entry level Virginia law enforcement officer.
2. **The Physical Agility Screening Test consists of the following:**
 1. **Running 200 yards (50 feet at a time);**
 2. **Aerobic stepping;**
 3. **Push-ups; and,**
 4. **Sit-ups.**

B. Fitness Training for Police Recruits:

Police Recruits shall engage in vigorous physical activity during their time in the Police Academy.

1. Physical Training **consists of the following:**
 1. Calisthenics;
 2. Running; **and,**
 3. Other various types of aerobic **and strength training** activities designed to develop the recruits' abilities to engage in the physically demanding and challenging job requirements of a police officer.
2. Physical Fitness Assessments – Each recruit shall be evaluated **periodically throughout his/her training** to assess his/her progress. The assessments shall consist of:
 1. Push-ups;
 2. Crunch sit-ups;
 3. Sit and stretch;
 4. 1 1/2 mile timed run; and,
 5. Other fitness tests prescribed by the Cooper Institute.

C. **General Health and Well-Being of all Employees:**

1. **All Department members will comply with guidelines regarding possession and use of drugs, alcohol and tobacco, as set forth in General Order 1-1, Code of Conduct.**

2. For Department guidelines on the use of Department fitness facilities and equipment, refer to ***General Order 3-11, Use of Police Training Facilities.***
3. ***Sworn officers, regardless of assignment or age, should maintain a level of physical fitness sufficient to enable them to adequately perform law enforcement duties.***
4. ***There is currently no Department physical fitness testing program. It is in each officer's best interest to maintain a level of physical fitness sufficient to enable him/her to perform law enforcement duties, reduce the effects of job-related stress and to promote cardiovascular fitness.***

V. **ROLES AND ACCOUNTABILITY**

A. ***Department members shall:***

1. ***Comply with guidelines regarding possession and use of drugs, alcohol and tobacco, as set forth in General Order 1-1, Code of Conduct; and,***
2. ***Comply with General Order 3-11, Use of Police Training Facilities, regarding the use of Department fitness facilities and equipment.***

B. ***Personnel and Recruitment staff shall:***

Utilize the Physical Agility Course for potential police recruits to measure the basic physical skills necessary for the successful performance as an entry level Virginia law enforcement officer.

C. ***Training Academy staff shall:***

Utilize activities designed to develop the recruits' abilities to engage in the physically demanding and challenging job requirements of a police officer.

D. ***Sworn officers:***

Are encouraged to maintain a level of physical fitness sufficient to adequately perform law enforcement duties.

E. ***Civilian employees:***

Are encouraged to maintain a satisfactory level of personal physical fitness and general health at all times.